

PERSON SPECIFICATION

POST: VICE PRINCIPAL



Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> ▪ Qualified to teach and work in the UK. ▪ Good honours degree in related subject. 	<ul style="list-style-type: none"> ▪ Evidence of relevant CPD. ▪ Masters in a related subject / education. 	Application
Teaching and learning experience	<ul style="list-style-type: none"> ▪ Proven track record of raising outcomes as a middle leader. ▪ Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice. ▪ Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. ▪ Understands and interprets complex student data to drive tailored lesson planning. 	<ul style="list-style-type: none"> ▪ Proven track record of raising outcomes as a senior leader. ▪ Understands and interprets complex student data to drive departmental improvements. ▪ Recent experience of preparing scholars for external examinations. 	Application Interview
Knowledge and skills	<ul style="list-style-type: none"> ▪ Understanding of the current educational landscape and accountability measures. ▪ Ability to plan a pastoral curriculum which meets the needs of young people in today's world and in the Bradford context. ▪ Confident user of Students Information Management System (SIMS). ▪ Strong knowledge of how to track scholar attendance and behaviour patterns. ▪ Ability to write and prepare a high quality Improvement Plan and evaluation documents. ▪ Ability to command respect from all stakeholders. 	<ul style="list-style-type: none"> ▪ Understanding of the leadership of Safeguarding. ▪ Previously successful experience of pastoral area of school life. ▪ Understanding of what makes Dixons McMillan different and successful. ▪ Strong analytical, strategic, interpersonal and thinking skills. ▪ Previous successful senior leadership responsibility with significant impact. ▪ Confident presenter to external audiences and governors. ▪ Successful line management experience. 	Application Interview References Presentation
Personal attributes	<ul style="list-style-type: none"> ▪ Committed and motivated to doing whatever it takes and strive for excellence through hard work determination and grit. ▪ Ability to contribute to can do culture and be solution focussed at all times. ▪ Committed to equality of opportunity for all and making all members of the community feel valued and respected through equal measures of support and challenge. ▪ Commitment to the safeguarding of all. ▪ A strong moral purpose and drive for improvement for all. ▪ Ability to work successfully under pressure and meet deadlines. ▪ Attention to detail in all aspect of academy life. 	<ul style="list-style-type: none"> ▪ Willingness to offer extra-curricular provision. ▪ Acts as a role model to staff, students and leaders within the academy. ▪ High expectations for accountability and consistency. ▪ Ability to take feedback in the spirit it is given. 	Application Interview References

